

Weston Lambert

Intro: Mastering Your PCM Brain (Slide 1)

*Resources for inquiry brief development:

- PCM
- Cohort Group Feedback
- E. Tracey Zoom Meeting
- Seeing People Through

Background: (Slide 2)

Background Leading to This Inquiry:

This research is rooted in my Process Communication Model profile. My Base is a Harmonizer, compassionate, sensitive, and relationship-driven. My Phase, however, is Thinker, structured, task-oriented, and focused on productivity. The tension between these two states led me to ask: Am I bringing my best self home? Or am I stuck in my administrative mindset, even around my family?

As a Base Harmonizer, I deeply value people, connection, and creating supportive relationships. I thrive on compassion-driven communication, focusing naturally on supporting and uplifting others.

However, my Phase Thinker mindset significantly influences my day-to-day priorities. My Thinker Brain emphasizes my Administrator Mindset, focusing on productivity, logical problem-solving, efficiency, and structured task accomplishment. Importantly, I've discovered I must intentionally satisfy these Thinker needs first each day to effectively engage my Harmonizer qualities later, especially when transitioning from work to home.

Understanding this interplay between my Thinker Phase and Harmonizer Base has become key to mastering my daily interactions, leadership effectiveness, and personal fulfillment.

Purpose: (Slide 3)

Purpose of This Inquiry:

The purpose of my inquiry is to explore whether I am transitioning from my Thinker Phase at work to my Harmonizer Base at home. I want to ensure I'm connecting authentically with my family, as a present, emotionally engaged husband and father, not just a task-driven leader.

Specifically, I aim to discover if intentionally meeting my Thinker needs throughout the day enables me to authentically engage as a Harmonizer with my family, ensuring I'm emotionally present, supportive, and fully connected rather than remaining in a task-oriented mindset at home.

Primary Question (Wondering): (Slide 4-5)

My Wondering - Primary Question:

My core wondering was: Am I effectively meeting my Thinker needs during the day so I can engage my Harmonizer at home? That became the focus of my daily observations, tracking, and intentional transitions." With this purpose, I wondered if I meet the structured, productivity-driven needs of my Thinker Phase at school allows me to genuinely transition into my Harmonizer Base at home. Specifically, I'm exploring if intentional actions throughout my day facilitate this shift, empowering me to show up authentically and warmly for my wife and children, rather than remaining in a "Administrator mindset."

Am I meeting my Phase Thinker needs throughout the day in a way that allows me to fully embrace my Base Harmonizer needs at home? I want to ensure I can naturally show up for my wife and children as my authentic Harmonizer self, providing them with the warmth, connection, and care they need, rather than showing up in my Principal, Thinker Brain.

Sub Questions:

From that central question, I developed sub-questions. How does my family perceive me? Am I aware of my PCM state throughout the day? Can I shift intentionally between Thinker and Harmonizer? How does stress at work impact home? These questions framed my daily reflection."

Method and Data Collection (What will I be doing?): (Slide 6-12)

My Actions "The process began with a lot of reflections, and a little trial and error. I gathered feedback, spoke with my mentor and cohort, and eventually zoomed in on a clear direction. The turning point came when I created a structured tracking system to monitor my daily transitions."

Calendar (timeline): (Slide 7)

This timeline captures my AR journey, from identifying my focus in August to collecting data through February. These months were filled with experimentation, honest self-reflection, and a lot of learning.

- August – September: Working on identifying an AR focus
- September - Zoom PCM Debriefing with E. Tracy and Javier – Refocused AR
- September – December – Develop Inquiry Brief
- December – January – Create Tracking System
 - Daily Logs:
 - Weekly Logs:
- January 1st – February 14th – Track and Record Data
- February – April – Reflection and AR Narrative/ Presentation Preparation

PCM Brain Tracking System: (Slide 8-12)

- Identify areas of my day that I can intentionally track and achieve in order for me to achieve the needs and desires of my Thinker Brain, allowing me to achieve and operate in my Harmonizer Brain. The goal was to spot patterns and understand how my actions at work affected my mindset at home.

The following are the categories I actively tracked January 6th – February 14th:

- Clear Daily Objectives
- Daily Objectives Complete
- Organized Workspace
- Feedback Received
- Feedback Results
- Critical Thinking
- Continuous Learning
- Drive Home Emotional Reflection
- Post School PCM Brain Identified
- After School Interaction With Family
- Daily Reflection
- Weekly Reflections,
- Mini AR Reflection.

Data Collection Snapshots: Here you see actual examples of the daily tracking data. I logged my emotional state, completed objectives, family interactions, and reflections. The data helped me spot trends that I otherwise would have missed.

Data Analysis: (Slide 13-17)

Daily Metrics Line Chart: (Slide 13) This line chart visualizes the consistency of my Thinker activities—like task completion—and how they fluctuated throughout the tracking period. These peaks and valleys often aligned with how I felt and how I engaged at home.

Family Interaction Over Time: (Slide 14) Here, you can see how my family interactions tracked over time. You'll notice that when I completed objectives and managed stress well, I showed up more positively at home.

Correlation Heatmap: (Slide 15) The correlation heatmap showed that the strongest predictors of positive home interactions were clear goals and task completion—core Thinker needs. These were my bridge into Harmonizer mode.

Emotional Reflection vs. Family Interaction: (Slide 16) This graph revealed another important finding: when I reflected emotionally during my drive home, it directly influenced how positively I interacted with my family afterward. This became a key habit I focused on building.

After School Interactions With Family: (Slide 17) This shows the total days of tracking (29), the total positive interactions with family (19), total neutral interactions with family (8), and the total negative interactions with family (2).

My Discoveries: (Slide 18-21)

Thinker Brain Needs Validation: (Slide 18) One of my biggest mindset shifts was realizing that my Thinker Brain wasn't something to escape, it just needed to be validated. Once I honored my Thinker needs, I could more easily show up in my Harmonizer self.

Quotes on Thinker Validation: (Slide 19) Here are a few journal quotes that capture this shift: 'When I reflected on accomplishments before heading home, I was able to connect meaningfully with my family.' Another: 'By validating my Thinker Brain through task completion, I could be who I needed to be for my family.'

Self-Awareness Enhances Presence: (Slide 20) I discovered that clarity and completion created the emotional runway I needed to be present at home. Structure at work enabled empathy at home. Reflection bridged the two.

Celebrate Progress Over Perfection: (Slide 21) Instead of obsessing over what wasn't done, I began celebrating what I did accomplish. This lowered my self-criticism and helped me feel more fulfilled. It was a shift from scarcity to sufficiency."

Where am I Heading: (Slide 22-23)

Areas of Concerns and adjustments: (Slide 22) I still get stuck in Thinker mode during high-stress weeks. So I've implemented new systems: balanced scheduling, midday check-ins, and decompression rituals. These help me remain aware and intentional.

Practices: (Slide 23) Moving forward, I'm committed to purposefully planning for balance, celebrating wins, and shifting between PCM phases with intention. I'll also focus on creating positive daily conditions to meet Thinker needs so my Harmonizer can shine at home.

Bibliography: (Slide 24)



Mastering Your PCM Brain

**INTENTIONALLY STRUCTURING
YOUR DAY FOR OPTIMAL
PRODUCTIVITY, LEADERSHIP,
AND MEANINGFUL
CONNECTIONS!**

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BACKGROUND LEADING TO THIS INQUIRY:

UNDERSTANDING MY PCM PROFILE: Balancing Thinker Phase and Harmonizer Base

HARMONIZER BASE (Base Personality)

- **Empathetic & Supportive:** Naturally compassionate, warm, and sensitive.
- **Relationship-Focused:** Thrives on connecting, encouraging others, and building meaningful relationships.
- **Communication Style:** Compassionate, making others feel valued and understood.
- **Psychological Needs:** Unconditional appreciation, sensory experiences, and creating a safe, supportive environment.

THINKER PHASE (Administrator Mindset – Daily Operation)

- **Task-Oriented & Logical:** Driven by productivity, efficiency, and logical problem-solving.
- **Achievement-Motivated:** Finds satisfaction in task completion and structured outcomes.
- **Structured & Organized:** Prioritizes efficient use of time and clear scheduling.
- **Needs Prioritization:** Must satisfy Thinker needs first to successfully access Harmonizer qualities later.

PURPOSE OF THIS INQUIRY:

- **CORE PERSONALITY (BASE):**
 - **Harmonizer** - (Empathetic, relationship-driven, sensitive)
- **OPERATIONAL PERSONALITY (PHASE):**
 - **Thinker** - (Logical, structured, task-oriented)

PURPOSE:

- To explore whether I am effectively transitioning from my Thinker Phase, essential to my role as an administrator, into my Harmonizer Base when at home. This inquiry aims to determine if I can authentically engage with my family as a warm, emotionally present husband and father, rather than remaining in the task-driven mindset of a school leader.

MY WONDERING:

PRIMARY QUESTION:

- Am I effectively meeting my Thinker Phase needs throughout the day, enabling me to authentically engage my Harmonizer Base at home?
 - **Thinker Phase:** Logical, structured, task-focused (Administrator mindset).
 - **Harmonizer Base:** Warm, empathetic, relationship-oriented.

GOAL:

- To intentionally transition from my task-oriented “Administrator mindset” into my naturally empathetic Harmonizer mindset, ensuring meaningful, positive interactions with my family.

MY WONDERING:

SUB QUESTIONS:

Family Perception:

- How does my family perceive me—am I primarily showing up as a Harmonizer or Thinker at home?

Self-Awareness:

- Am I consistently aware of which PCM Phase (Thinker or Harmonizer) I'm operating in throughout the day?

Transitioning:

- Am I mindful of satisfying my Thinker Phase needs first, enabling a natural shift into my Harmonizer Base at home?

Intentional Shifts:

- Can I consciously and intentionally transition between Thinker and Harmonizer Phases based on context and needs?

Stress Management:

- How does workplace stress impact my family interactions?
- What intentional strategies can I use to prevent workplace stress from negatively affecting my personal connections?

MY ACTIONS:

- I wasn't sure how I wanted to structure my Mini A.R.
- I received feedback from my family.
- I met one-on-one with my regional mentor and collectively with regional cohort team.
- I Zoomed with other AR participants and E. Tracey. (Refocused Mini AR.)
- I spoke with my regional cohort at the Principal's Conference in November. (Narrowed my Mini AR Focus)
- I created a tracking system with daily/weekly logs.
- I tracked and recorded data.
- I reflected, discovered patterns, and refined my process.

MY ACTIONS: Calendar Timeline

August - September	Identifying Mini A.R. Focus
September	Zoom PCM Debriefing with Tracy and Javier – Refocused Mini A.R.
September - December	Develop Inquiry Brief
December - January	Create a Tracking System: Daily and Weekly Log
January 6th – February 14th (6- Weeks)	Track and Record Data
February - April	Reflection – Discoveries – Refinement

MY ACTIONS: PCM Brain Tracking System

I identified specific daily activities that satisfy the psychological needs of my Thinker Brain, enabling me to intentionally transition into my Harmonizer Brain.

The following categories were daily activities that I decided to track:

- Clear Daily Objectives
- Daily Objectives Complete
- Organized Workspace
- Feedback Received
- Feedback Results
- Critical Thinking
- Continuous Learning
- Drive Home Emotional Reflection
- Post School PCM Brain Identified
- After School Interaction With Family
- Daily Reflection
- Weekly Reflections
- Final Mini AR Reflection.

DATA COLLECTION: PCM Brain Tracking System

January 6th – February 14th

Day of Week	Date	Clear Daily Objectives	Daily Objectives Complete	Organized Workspace	Feedback Received	Feedback Result	Critical Thinking	Continuous Learning	Drive Home Emotional Reflection	Post School PCM Brain Identified	After School Interaction with Family	Daily Reflection	Weekly Reflection								
Monday	1/6/2025	Y	-	Y	-	Y	-	Positive	-	Y	-	X	-	Positive	-	Harmonizer	-	Positive	-	Today marked our first day back from Christmas Break, and I felt a mix of excitement and anxiety about the busy week ahead. Each night this week is packed with events, starting with a parent meeting tonight to discuss a student's firearm accident over the break. The situation is especially personal as the family are close friends, and their daughters often spend time with mine. Despite the emotional challenge, I managed to accomplish everything I planned. On the drive home, I reflected positively on the day and enjoyed a relaxing evening with my family.	This week was challenging and exhausting, as it was our first week back from Christmas Break. Key events included managing the re-entry meetings for a student who experienced a firearm incident and a Life Skills student placed in a CPI hold. Additionally, I had to finalize and plan scheduling for current juniors, Parents/Teacher Conferences, and the 8th Grade Parent Night. The week also included a faculty meeting, teacher observations, and after-school events every evening, which kept me from getting home before 7:30 PM.
Tuesday	1/7/2025	Y	-	Y	-	Y	-	Positive	-	Y	-	X	-	Neutral	-	Harmonizer	-	Positive	-	I felt especially tired today and found myself missing the downtime with family over the break. Tonight, I stayed late at the high school for the boys' basketball game while my daughter had physical therapy for her knee, and my son had wrestling practice. We all got home late, around 10 PM. Though exhausted and eager to change out of my work clothes, I felt at peace knowing I met my goals for the day. I felt a sense of harmony, but also recognized some fatigue and reserve in my demeanor. My interactions with my family were positive overall.	Multiple times, I was unable to complete my daily objectives due to being pulled in various directions. While I reflected intentionally each day, I realized I am often overly critical of myself, struggling to acknowledge my accomplishments and give myself permission to operate in my "Harmonizer" mindset. When I remain in my "Thinker" mindset, I physically feel increased anxiety and stress.
Wednesday	1/8/2025	Y	-	X	-	Y	-	Positive	-	Y	-	X	-	Negative	-	Thinker	-	Negative	-	Wednesdays are my weekly check-in with District Administration, a meeting I always enjoy and often find validating. After school, I drove to Nike to coach my daughter's softball practice, making for another late night, getting home after 9:45 PM. During the drive home, I felt anxious about the tasks left for the week, particularly finalizing my faculty meeting presentation. I noticed I was still in my "Thinker" mindset and felt short-tempered with my wife and kids. Unfortunately, my interactions were more negative than I would have liked.	When I get home late, my wife often has the evening routine completed, and the children are either in bed or ready for bed. On those nights, I focus more on my own needs—getting out of work clothes, eating, showering, and relaxing—which makes me less patient and less likely to spend quality time with my kids.
Thursday	1/9/2025	Y	-	X	-	X	-	Negative	-	Y	-	X	-	Negative	-	Thinker	-	Negative	-	Today included our Monthly Faculty Meeting, which went well despite the challenge of getting back into the routine after break. The day was heavy, as we had to initiate a "Hold in Place" for a student experiencing a seizure, requiring paramedic intervention. Additionally, we dealt with a Life Skills student who became aggressive and required a CPI hold. Driving home, I felt anxious and eager to unwind but knew I had unfinished tasks for tomorrow, which I anticipate being another long day. I'm still in my "Thinker" mindset, reflecting on how I handled the day and what I could have done differently. On a brighter note, Notre Dame football won and is heading to the National Championship. Despite my exhaustion and reflective mood, I ended the day feeling proud of small victories.	To improve, I will: <ul style="list-style-type: none">- Be more intentional about completing tasks during the workday to reduce stress and allow for a smoother transition to home life.- Implement a tracking system to monitor my interactions with my family and identify patterns.- Prioritize going to bed earlier to ensure I am well-rested and better prepared for the next day.
Friday	1/10/2025	Y	-	Y	-	Y	-	Positive	-	Y	-	X	-	Neutral	-	Thinker	-	Neutral	-	Today was packed with tasks: completing a teacher observation, debriefing the CPI hold, attending a Counseling Department meeting, preparing 6-week grades, and hosting a boys' basketball game against NLC rival Viewstate. I brought all three of my kids to the game while my wife stayed home to watch the Georgia football game. On the drive home, I was completely drained from the week and already thinking about what needs to be done for Monday's Parent-Teacher Conferences and the 8th Grade Parent Scheduling Meeting. My "Thinker" brain feels like it won't take a break this weekend, but I'm looking forward to some downtime. It's been a long week, but I'm excited to recharge over the weekend.	This week reminded me of the importance of balancing work and family life and the need to give myself grace for the work I accomplish. Moving forward, I aim to create a more positive and present environment both at work and at home.
Monday	1/13/2025	Y	-	Y	-	Y	-	Negative	-	Y	-	Y	-	Neutral	-	Thinker	-	Neutral	-	Today was our 8th Grade Parent/Student Scheduling Meeting and Parent/Teacher Conferences. I struggled with motivation and energy, likely due to feeling under the weather. I also felt nervous about how my wife and 8th-grade daughter would perceive my presentation and the overall event. The uneasiness about being critiqued lingered throughout the evening.	This week, I was intentional about positively reflecting on my accomplishments and recognizing a job well done. I've noticed that when I experience negative interactions or feel stuck in my Thinker Brain, it often stems from being overly critical of my performance. By not allowing myself to appreciate my achievements, I unintentionally prevent my Harmonizer Brain from taking the lead.
Tuesday	1/14/2025	Y	-	Y	-	Y	-	Positive	-	Y	-	Y	-	Positive	-	Harmonizer	-	Positive	-	On my drive home, I reflected in silence, reflecting on how the night went. While I received positive feedback from my wife, staff, and parents, I found myself overly critical. I tend to stay in a "Thinker" mindset, constantly critiquing my performance rather than embracing the "Harmonizer" that I am, allowing myself to be proud of my accomplishments and what I achieved. This is an area I need to work on. My interaction with my family was neutral, neither negative nor overly engaging. This is something I really need to be intentional about.	After reflecting on Monday's events, I consciously shifted my focus to celebrate my efforts and successes. This change significantly improved my overall sense of well-being and enhanced my positive interactions both at work and at home. I felt more satisfied with my performance and the outcomes of my efforts, which had a direct, positive impact on my mindset and PCM dynamics.

DATA COLLECTION: PCM Brain Tracking System

Daily Tracking Examples:

Positive After School Interaction with Family

Day of Week	Date	Clear Daily Objectives	Daily Objectives Complete	Organized Workspace	Feedback Received	Feedback Result	Critical Thinking	Continuous Learning	Drive Home Emotional Reflection	Post School PCM Brain Identified	After School Interaction with Family
Wednesday	2/12/2025	Y	Y	Y	Y	Positive	Y	X	Y	Thinker Harmonizer	Positive

Neutral After School Interaction with Family

Day of Week	Date	Clear Daily Objectives	Daily Objectives Complete	Organized Workspace	Feedback Received	Feedback Result	Critical Thinking	Continuous Learning	Drive Home Emotional Reflection	Post School PCM Brain Identified	After School Interaction with Family
Thursday	2/13/2025	Y	X	Y	Y	Neutral	Y	X	Y	Thinker	Neutral

Negative After School Interaction with Family

Day of Week	Date	Clear Daily Objectives	Daily Objectives Complete	Organized Workspace	Feedback Received	Feedback Result	Critical Thinking	Continuous Learning	Drive Home Emotional Reflection	Post School PCM Brain Identified	After School Interaction with Family
Thursday	1/9/2025	Y	X	X	X	Negative	Y	X	Negative	Thinker	Negative

DATA COLLECTION: PCM Brain Tracking System

2/13/25

Daily Reflection

Today's two-hour delay allowed me to fully participate in one of my favorite events of the year—Doughnuts with Dad at Boston's daycare. This time together was truly special and a great way to start the day.

When I arrived at school, I was immediately pulled into a parent meeting regarding a concern over her daughter's grade. Shortly after resolving that issue, I encountered a student in distress, loudly cursing and becoming verbally aggressive. I quickly intervened, bringing the student—a Life Skills student—into my office to de-escalate the situation. He was frustrated over peer interactions, and after working through his emotions, I met with his family to ensure they understood the expectations moving forward. We scheduled a reentry meeting to discuss his return from suspension. While this situation completely derailed my planned objectives, I recognized that I was operating in my Thinker Brain and intentionally created ways to validate my Thinker needs so I could transition into my Harmonizer self later in the day.

A key realization from today is that my Thinker Brain isn't a bad thing—it's essential for efficiently completing tasks and achieving strong results. More importantly, I'm learning that I can shift between Thinker and Harmonizer modes within the same situation or conversation, depending on what's needed. Some interactions require logic and structure, while others demand empathy and connection. Understanding my PCM levels and recognizing how others respond to them allows me to adapt my approach for the best outcome.

This has been a significant "aha" moment—success in leadership isn't about favoring one PCM level over another, but about knowing when and how to shift between them to meet the needs of the situation, the people involved, and ultimately, the desired outcome.

DATA COLLECTION: PCM Brain Tracking System

Week of 2/10/25 – 2/14/25

Weekly Reflection

This week provided valuable insights into balancing my Thinker Brain and Harmonizer Brain, as I navigated a variety of challenges, successes, and personal growth opportunities.

Noticings

I noticed how structured and productive my days were, particularly when I leaned into my Thinker Brain to manage key meetings, disciplinary matters, and policy updates. On Monday, I met with my IPLI mentor and explored the Early College initiative, both of which reinforced my strategic planning mindset. Tuesday's IPLI Cohort meeting and the disciplinary issue with Eric left me stuck in Thinker mode, which carried into my home life. However, recognizing this, I intentionally shifted into Harmonizer mode by reflecting on my interactions and focusing on my family.

By midweek, I experienced a shift. My meetings with Department Chairs, ULEAD, and the Foreign Language PLC allowed me to engage, connect, and empower others, which naturally placed me in Harmonizer mode. These moments reinforced that building relationships and fostering leadership in others energizes me.

On Thursday, the two-hour delay allowed me to fully enjoy Doughnuts with Dad, a moment that filled my Harmonizer cup before diving into the workday. Friday's mix of Valentine's Day, Madelyn's birthday, and meaningful conversations with my mom brought further reflection on how I transition between PCM levels. My mom's past observations about me being in "Principal Mode" at home validated my focus on this Mini AR project and the importance of truly being present.

Wonderings

How can I structure my day to ensure I am balancing my Thinker and Harmonizer phases more intentionally?
Are there strategies I can implement to transition between levels more seamlessly, particularly after intense Thinker-heavy tasks?
How can I create checkpoints throughout the day to assess which PCM level I am in and make necessary adjustments?

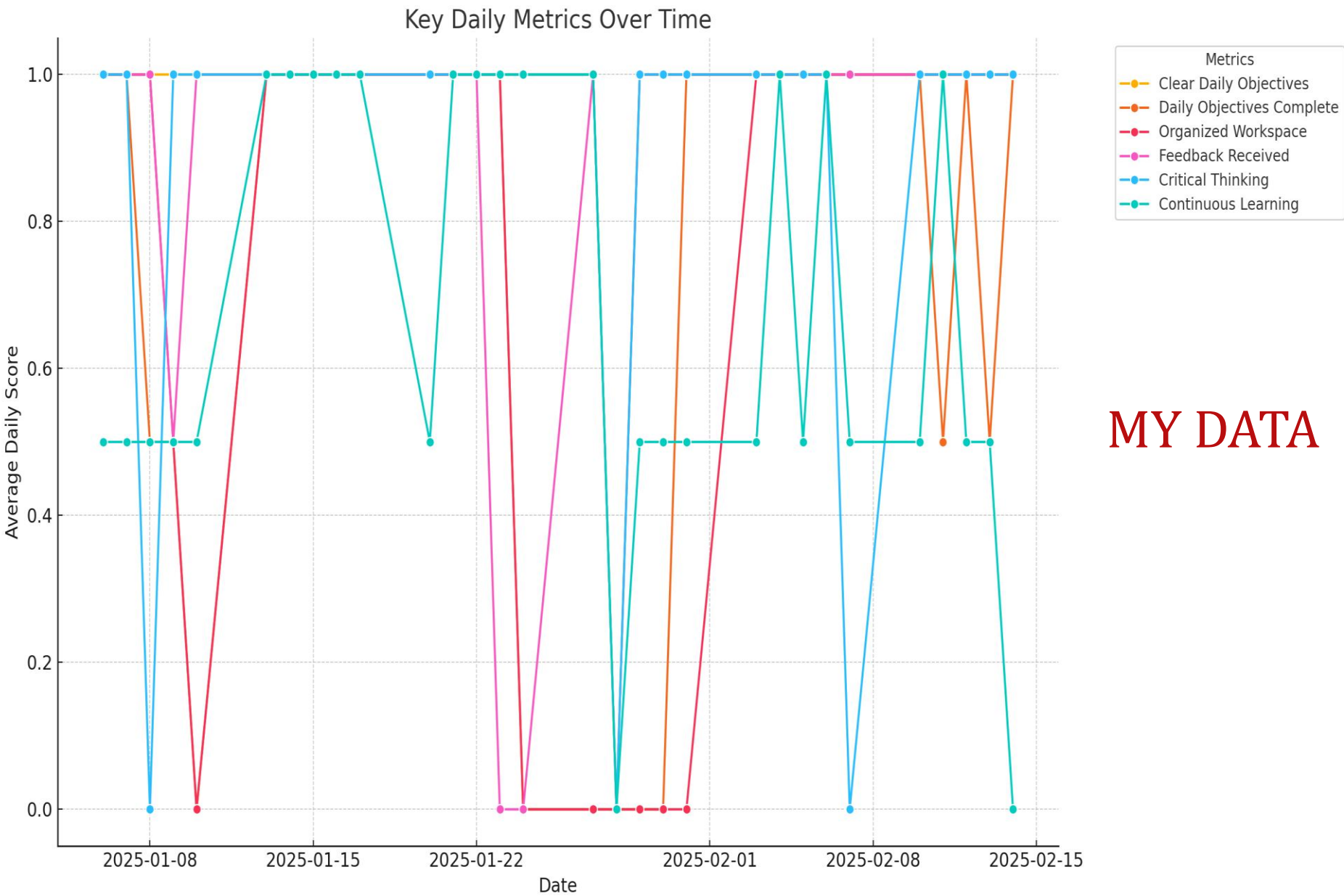
Growth & Key Learnings

This week reinforced a key realization—my Thinker Brain is not something to "escape" from, but rather a necessary tool for efficiency and strong leadership. The goal isn't to eliminate my Thinker mode but to validate it, ensuring I complete tasks effectively before intentionally shifting into my Harmonizer mode when needed.

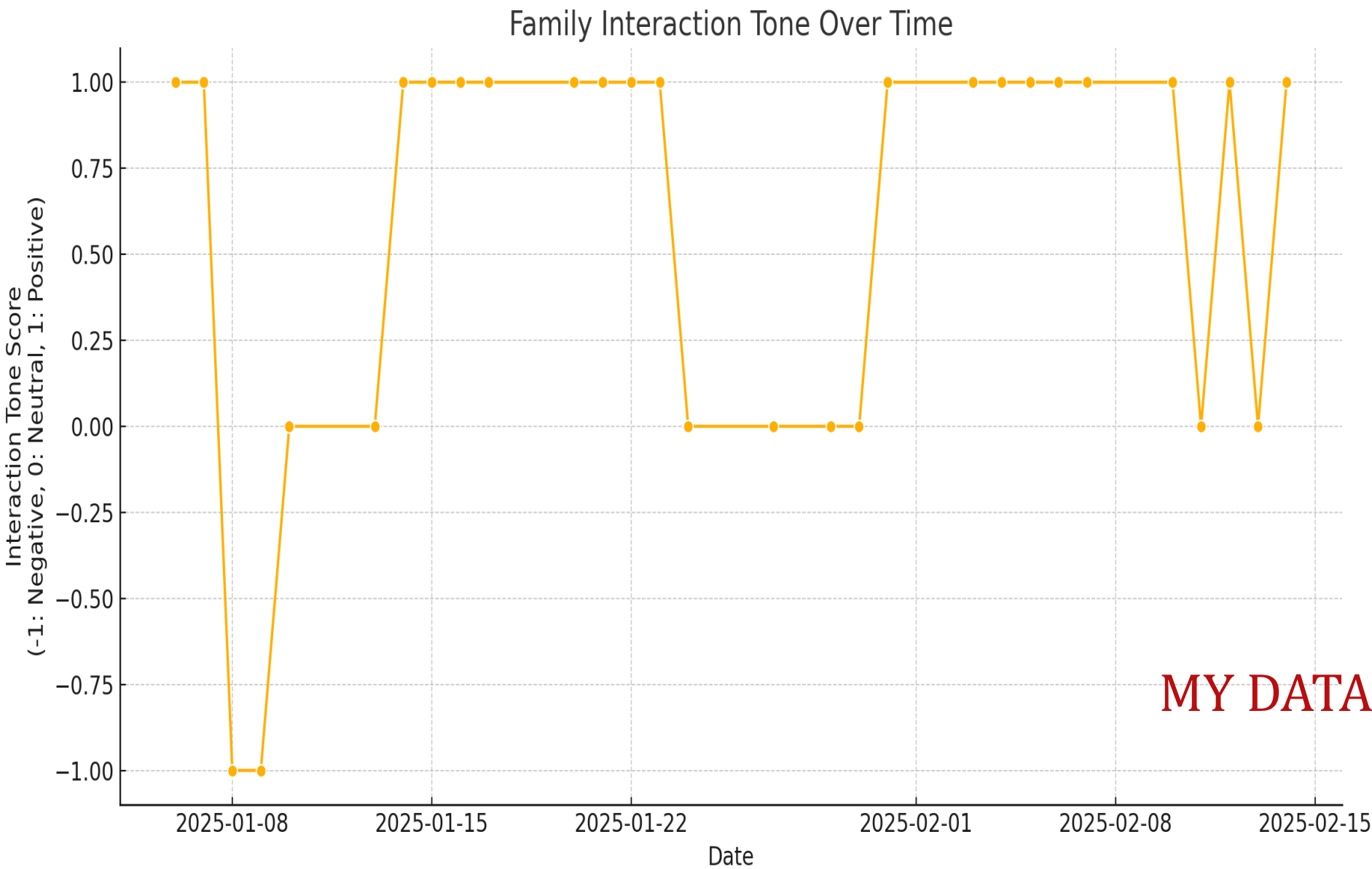
I also learned that shifting between PCM levels isn't always about changing my entire mindset—it can happen within a single conversation or situation. Some interactions require structure, logic, and accountability, while others demand empathy, understanding, and connection. True leadership lies in knowing which mode to use and when.

Moving forward, I will continue refining my ability to transition between PCM levels, ensuring that I am present and engaged in both my professional and personal life in the most effective way possible.

DAILY METRICS LINE CHART

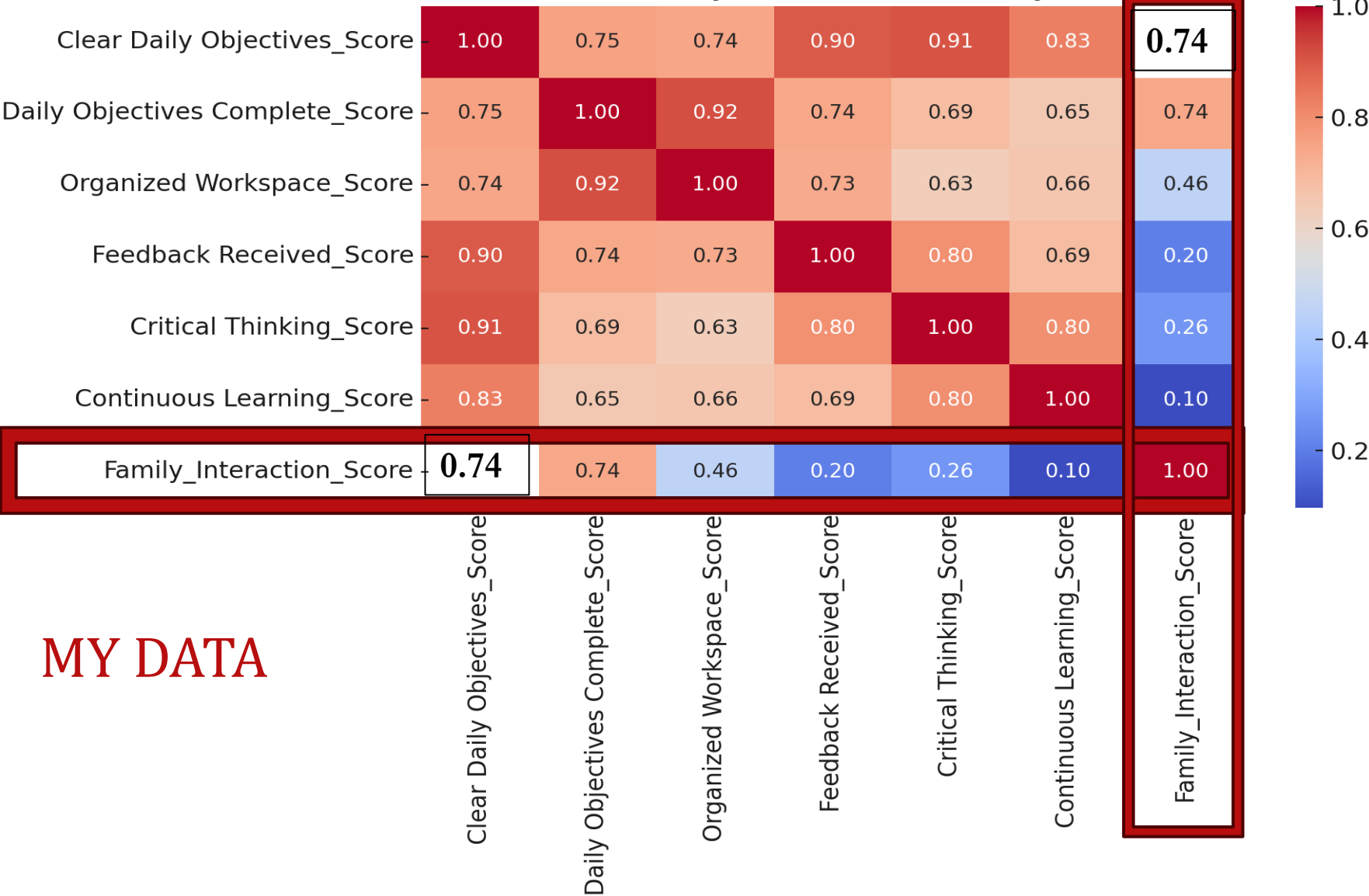


FAMILY INTERACTION OVER TIME

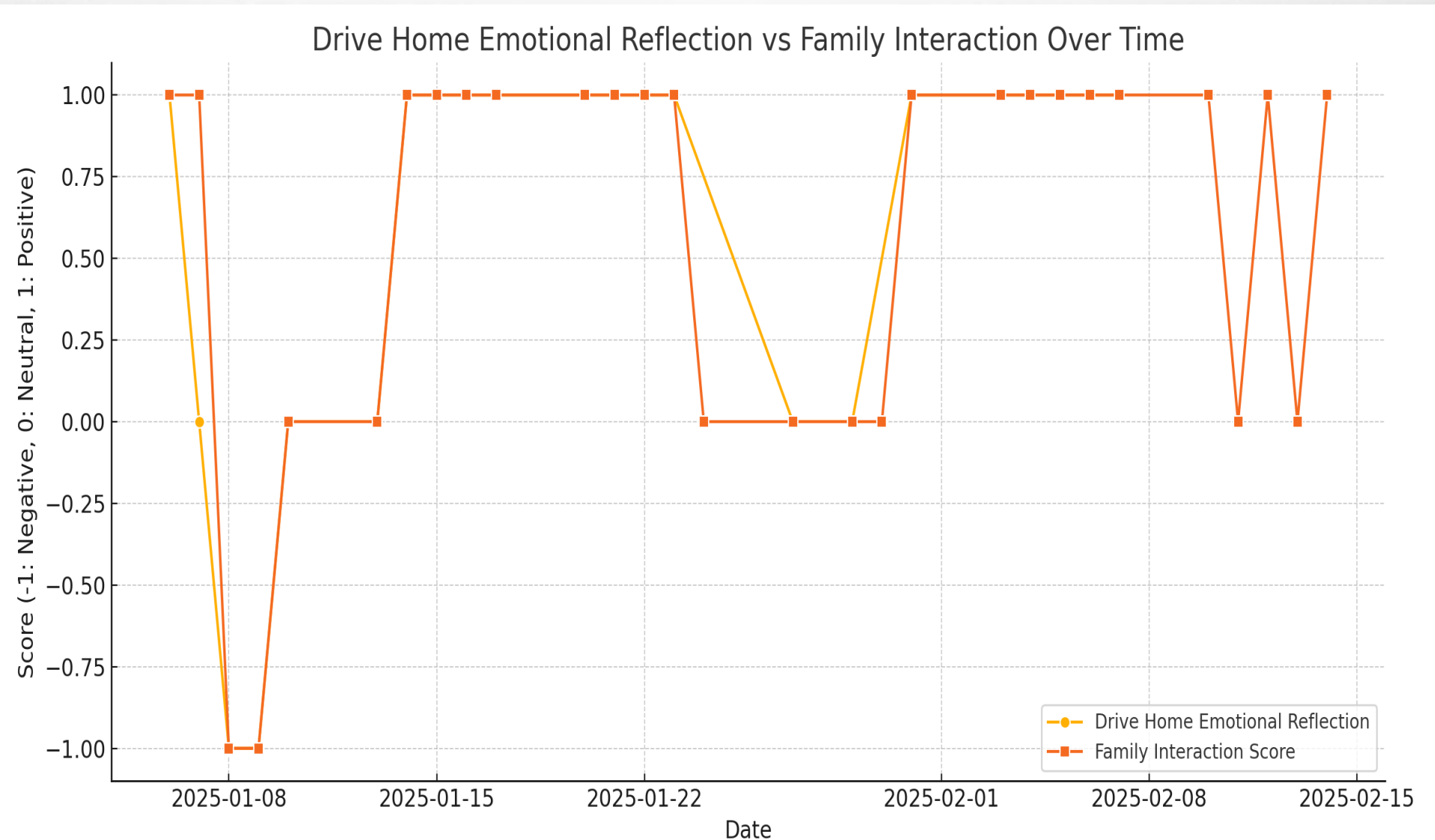


CORRELATION HEATMAP

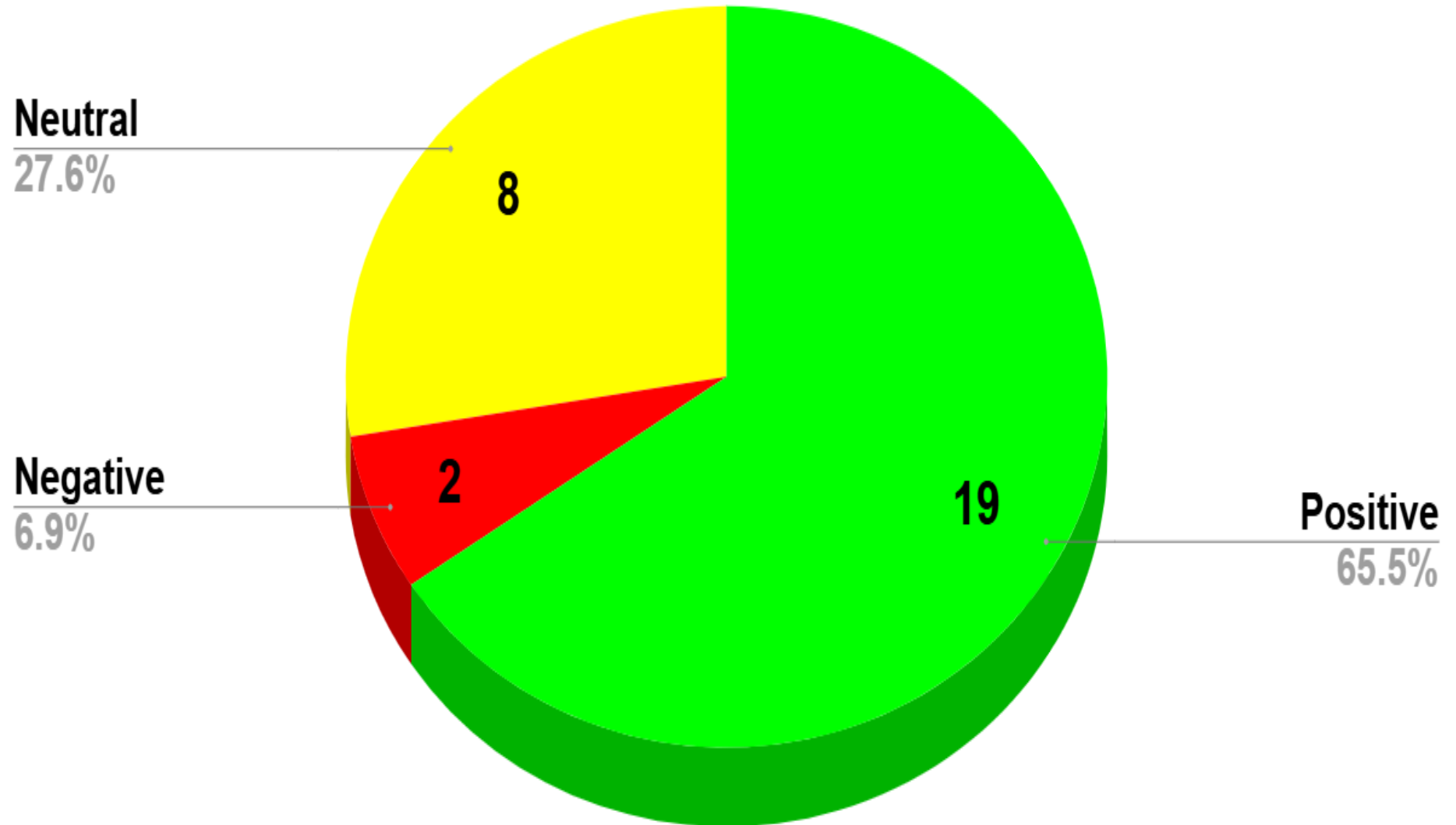
Correlation Matrix of Key Metrics and Family Interaction Score



EMOTIONAL REFLECTION VS. FAMILY INTERACTION



After School Interaction With Family



MY DISCOVERIES

Key Learnings & Areas of Growth

Thinker Brain Needs Validation

- My Thinker Brain isn't a barrier—it's a launchpad. When I meet its needs intentionally, I can shift more easily into Harmonizer mode for personal connections.

Self-Awareness Enhances Presence

- Setting Clear Daily Objectives and Completing the Daily Objectives unlocks my ability to transition emotionally into Harmonizer mode.
- Task completion, and workspace order are predictive of how I show up at home.
- End-of-day reflection helped me mentally transition from "Principal mode" to "Dad/Husband mode."

Celebrate Progress Over Perfection

- A mindset shift from "What didn't I do?" to "What did I accomplish?" reduced self-criticism and improved my overall well-being.

MY DISCOVERIES

Key Learnings & Areas of Growth

Thinker Brain Needs Validation

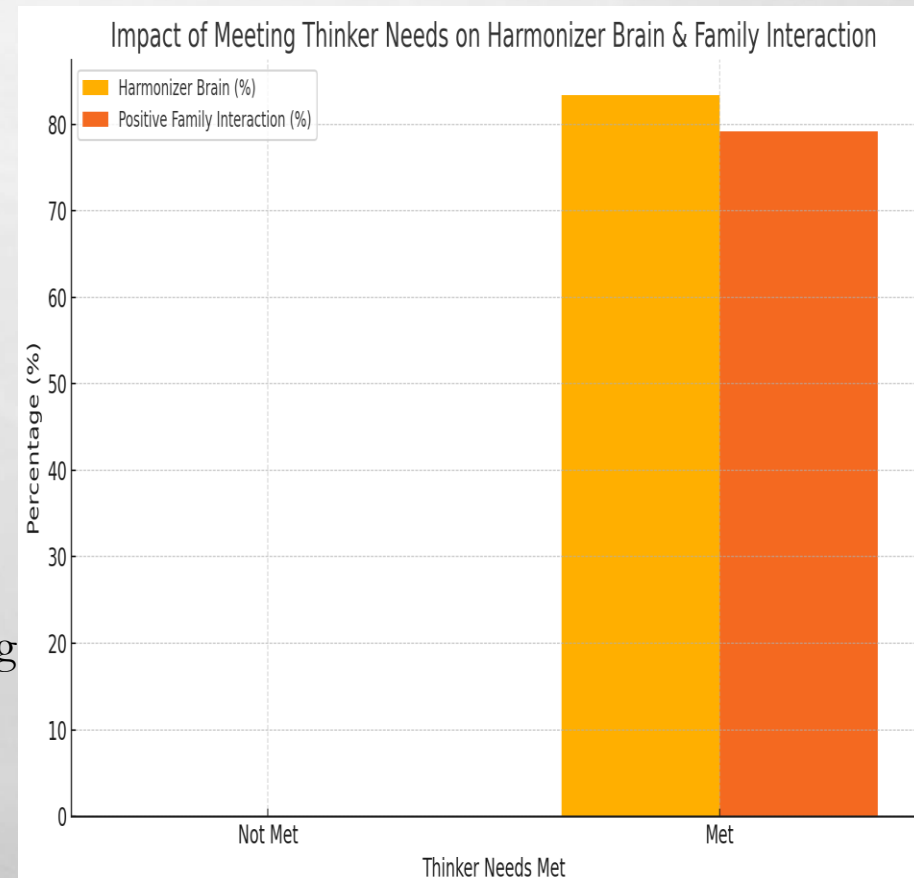
“My Thinker Brain isn’t a barrier—it’s a launchpad. When I meet its needs intentionally, I can shift more easily into Harmonizer mode for personal connections.”— Weston Lambert

Quotes From Journal Entries:

“When I reflected on accomplishments before heading home, I was able to connect meaningfully with my family.” *(January 6 Reflection)*

“By validating my Thinker Brain through task completion, I could be who I needed to be for my family.” *(January 24 Reflection)*

“This mindset shift has allowed me to stop bringing work home—mentally or physically.”
(January 27 Weekly Reflection)

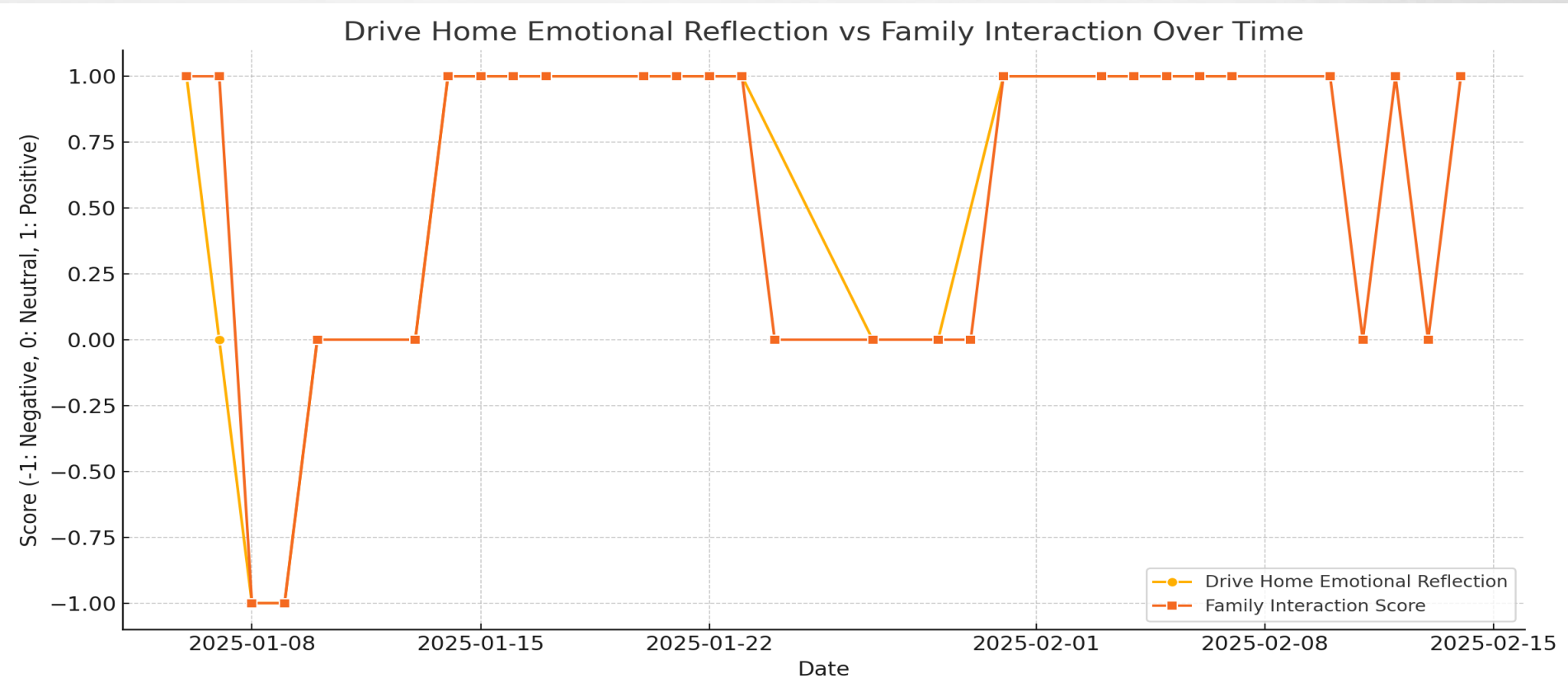


MY DISCOVERIES

Key Learnings & Areas of Growth

Self-Awareness Enhances Presence

- Setting Clear Daily Objectives and Completing the Daily Objectives unlocks my ability to transition emotionally into Harmonizer mode.
- Task completion, and workspace order are predictive of how I show up at home.
- End-of-day reflection helped me mentally transition from "Principal mode" to "Dad/Husband mode."



MY DISCOVERIES

Key Learnings & Areas of Growth

Celebrate Progress Over Perfection

- A mindset shift from “What didn’t I do?” to “What did I accomplish?” reduced self-criticism and improved my overall well-being.

Quotes from Journal Entries:

- “While I received positive feedback from my wife, staff, and parents, I found myself overly critical. I tend to stay in a ‘Thinker’ mindset, constantly critiquing my performance rather than embracing the ‘Harmonizer’ that I am... This is an area I need to work on.”
(Monday, January 13, 2025)
- “This week, I was intentional about positively reflecting on my accomplishments and recognizing a job well done... After reflecting on Monday’s events, I consciously shifted my focus to celebrate my efforts and successes. This change significantly improved my overall sense of well-being.” *(Week of January 13–17, 2025)*
- “As the week progressed, I became increasingly intentional about recognizing completed tasks, appreciating positive interactions throughout the day, and allowing myself to feel proud of my work.” *(Thursday, January 16, 2025)*

WHERE AM I HEADING NEXT

Areas of Concern

I still get stuck in prolonged Thinker mode during stressful weeks. While I'm improving, continued effort is needed to avoid sliding into second-degree distress: overcontrol, micromanagement, and emotional detachment.

Adjustments Made

Balanced Scheduling

- I will intentionally structure my day to include both task-oriented work and people-focused interactions.

Midday Checkpoints

- I will pause to assess which PCM level I am operating from and whether I am accomplishing my tasks and make adjustments when needed.

Practicing Self-Compassion

- I will focus on accomplishments instead of unfinished tasks.

Decompression Rituals

- I will have intentional reflection on the drive home to help me shift to Harmonizer mode.

WHERE AM I HEADING NEXT

Intentional Practices Moving Forward

- **Plan for Balance:** Prioritize structure and connection in my daily schedule.
- **Celebrate Wins:** Acknowledge productivity to satisfy Thinker needs.
- **Phase Shifting with Purpose:** Intentionally meet Thinker needs to enable Harmonizer transition.
- **Emotionally Present at Home:** Mindfully decompress before interacting with family.

PCM Phase/Level Identifying and Level Shift Practice:

- Intentional reflection and giving thanks for my blessings, particularly focusing on positives from the day.
- Intentional reflection on my accomplishments from the day/week and give myself permission to feel accomplished.
- Intentional focus on what it feels like to be in my harmonizer brain and work to achieve this.
- Intentional create situations that will allow me to achieve accomplishment for my thinker brain needs, allowing me to shift into my harmonizer brain.

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THE END:

**ANY
QUESTIONS?**

